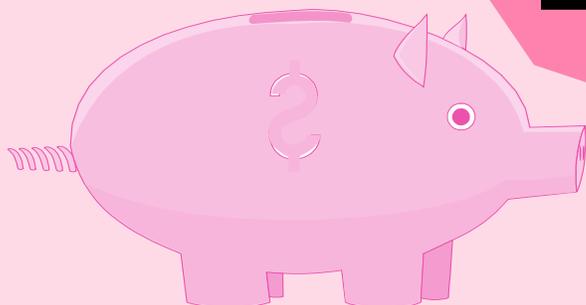


TRENDS



The Gender Gap in Earnings

Women earned 65 cents for every dollar earned by men in Alaska in 1997.



Also Inside:
Resident/Nonresident Hire
Employment Scene:
Unemployment Descends Another Notch

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The Gender Gap in Earnings

by Jeff Hadland
Economist

Females earned 65 cents for every dollar males earned in 1997

Women in Alaska earn less than men, on average. In 1997 Alaska females had wage and salary earnings only 65 percent as much as Alaska males, earning \$19,070 versus average male earnings of \$29,339. (See Exhibit 1.) Females make up 47 percent of total workers. They earned less than males in every geographic area of the state, in every major industry, in every age group, and most occupations.

Why is there a discrepancy in earnings? Within the same occupation, annual earnings differentials between the sexes may be the result of differences in training and experience, likelihood of seeking full-time versus part-time work, and even discrimination. None of these factors can be quantified or measured at this time and are not examined in this report. What we do know is that the average number of calendar quarters worked for males and females is virtually identical—3.24 quarters for males, 3.25 quarters for females.

Some females may improve their earnings by training for or searching for jobs in higher paying occupations currently dominated by males. Of course, career decisions must be made while considering the overall job outlook, number of positions currently filled and an assessment of the job seeker's ability.

Alaska's gender gap unchanged from 1995

From 1990 to 1995, Alaska's gender gap narrowed from 61.2% to 65.6%, a significant

improvement. This trend did not continue into 1997. The overall income and worker percentages for male and female workers remained relatively stable from 1995 to 1997 despite a strong economy, low unemployment and an increase in employment opportunities. Although the percentage of workers that were female increased slightly and females kept a slightly greater percentage of total earnings, average earnings for females declined in both absolute and relative terms from 1995 to 1997.

(Continued on page 6)

Employment and Earnings By gender, 1990-1997



		1990	1995	1997
Employment Distribution (Percent)	Male	52.7	53.0	52.8
	Female	47.3	47.0	47.2
Total Wage Distribution (Percent)	Male	64.5	63.3	63.2
	Female	35.5	36.7	36.8
Average Annual Earnings	Male	\$27,655	\$29,261	\$29,339
	Female	16,934	19,182	19,070
	All Workers	22,580	24,527	24,490
Ratio Female to Male Avg. Wage		61.2	65.6	65.0

Source: Alaska Department of Labor, Research and Analysis Section

2 Top 50 Male Occupations in 1997

Workers, wages and gender earnings ratio

	Male Workers	Female Workers	Percent Female	Average Income		Female Earnings as % of Male
				Male	Female	
Manual Occupations, N.E.C.	4,999	1,140	18.6%	\$11,050	\$6,548	59.3%
Carpenters	4,387	172	3.8	21,330	9,376	44.0
Construction Laborers	4,141	435	9.5	16,035	10,670	66.5
Janitors & Cleaners	3,779	2,039	35.0	13,634	11,224	82.3
Cannery Workers, incl. Seafood Processing	3,147	1,756	35.8	9,573	7,400	77.3
Sales Clerks	2,706	6,340	70.1	11,821	8,466	71.6
General Office Occup.	2,639	10,222	79.5	16,652	15,498	93.1
Freight, Stock, & Material Movers, N.E.C.	2,311	240	9.4	19,731	18,764	95.1
Stock Handlers & Baggers	2,159	675	23.8	13,414	7,109	53.0
Electricians	1,822	73	3.9	39,148	25,012	63.9
Operating Engineers	1,814	62	3.3	39,308	29,293	74.5
General Managers & Other Top Executives	1,806	1,061	37.0	72,104	34,879	48.4
Truck Drivers, Light	1,790	270	13.1	21,178	10,118	47.8
Automobile Mechanics	1,719	31	1.8	26,752	14,981	56.0
Misc. Food & Beverage Preparation Occup.	1,705	1,248	42.3	8,582	11,280	131.4
Truck Drivers, Heavy	1,702	75	4.2	30,253	24,466	80.9
Combined Food Prep & Service, Fast Food	1,589	1,585	49.9	4,419	4,333	98.1
Mechanics & Repairers, N.E.C.	1,544	170	9.9	28,298	19,536	69.0
Maintenance Repairers, General Utility	1,537	111	6.7	26,131	16,025	61.3
Guards & Police, Except Public Service	1,532	341	18.2	21,214	15,782	74.4
Management Related Occup.,N.E.C.	1,387	1,775	56.1	51,815	28,046	54.1
Airplane Pilots & Navigators	1,370	61	4.3	51,004	31,830	62.4
Cashiers	1,365	3,147	69.7	12,776	10,861	85.0
Plumbers, Pipefitters & Steamfitters	1,362	34	2.4	37,435	21,094	56.3
Stock & Inventory Clerks	1,321	759	36.5	22,580	15,173	67.2
Elementary School Teachers	1,292	3,451	72.8	37,908	35,765	94.3
Sheriffs, Bailiffs, & Other Law Officers	1,258	207	14.1	43,094	35,143	81.5
Heavy Equipment Mechanics	1,242	12	1.0	44,023	33,479	76.0
Engineers,N.E.C.	1,239	301	19.5	63,280	34,073	53.8
Kitchen Workers, Food Preparation	1,211	1,329	52.3	10,777	10,129	94.0
Cooks, Restaurant	1,123	394	26.0	12,909	9,262	71.7
Salespersons, N.E.C.	1,036	1,277	55.2	24,376	12,396	50.9
Officials & Administrators, Other, N.E.C.	1,029	723	41.3	54,906	39,798	72.5
Secondary School Teachers	996	1,411	58.6	39,410	32,912	83.5
Supervisor, Retail Sales	974	858	46.8	35,186	23,136	65.8
Bus Drivers	968	572	37.1	14,660	12,229	83.4
Postsecondary Teachers	947	830	46.7	29,174	18,695	64.1
Waiters & Waitresses	943	3,691	79.7	9,303	8,107	87.1
Stevedores	937	91	8.9	17,284	10,138	58.7
Sailors and Deckhands	913	97	9.6	17,865	10,672	59.7
Civil Engineers	909	131	12.6	55,214	38,686	70.1
Adult Education & Other Teachers, N.E.C.	905	1,896	67.7	15,141	14,032	92.7
Social Workers	862	1,923	69.0	28,816	24,495	85.0
Misc. Material Moving Equipment Operators	849	27	3.1	43,068	20,399	47.4
Misc. Plant Or Systems Operators	847	54	6.0	87,251	81,125	93.0
Garage & Service Station Related Occup.	844	77	8.4	10,921	7,380	67.6
Supervisor, Mechanics & Repairers	793	42	5.0	56,759	41,292	72.7
Supervisor, Food & Beverage Prep. & Service	768	732	48.8	27,131	18,687	68.9
Attendants, Amusement & Recreation Facilities	763	968	55.9	7,385	5,909	80.0
Police & Detectives, Public Service	739	100	11.9	45,825	39,924	87.1
Communications Equipment Repairers	739	64	8.0	50,121	39,864	79.5
Welders & Cutters	736	14	1.9	34,408	23,510	68.3

Sources: Alaska Department of Labor, Research and Analysis Section

N.E.C. = not elsewhere classified

Top 50 Female Occupations in 1997 Workers, wages and gender earnings ratio

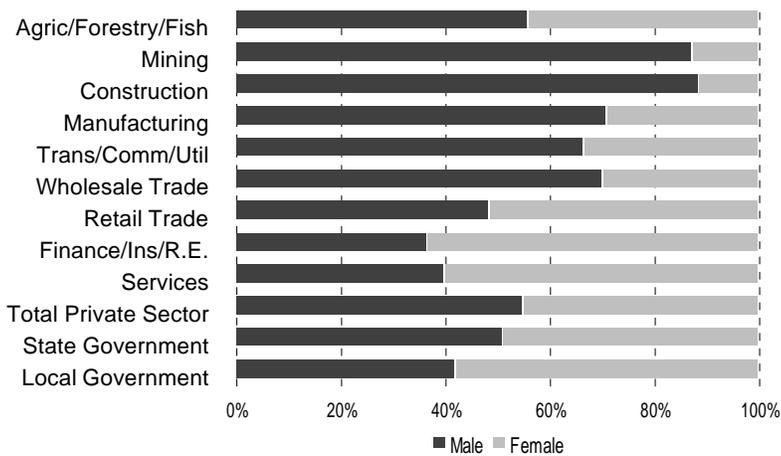
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Shading shows jobs
with female/male
earnings ratios above
100% or below 50%.

	Male Workers	Female Workers	Percent Female	Average Income		Female Earnings as % of Male
				Male	Female	
General Office Occupations	2,639	10,222	79.5%	\$16,652	\$15,498	93.1%
Sales Clerks	2,706	6,340	70.1	11,821	8,466	71.6
Secretaries	258	4,218	94.2	22,835	22,884	100.2
Bookkeepers & Accounting & Auditing Clerks	674	4,005	85.6	27,131	22,187	81.8
Waiters & Waitresses	943	3,691	79.7	9,303	8,107	87.1
Elementary School Teachers	1,292	3,451	72.8	37,908	35,765	94.3
Teacher Aides	699	3,323	82.6	10,194	11,455	112.4
Cashiers	1,365	3,147	69.7	12,776	10,861	85.0
Registered Nurses	259	3,039	92.1	39,182	34,560	88.2
Receptionists	224	2,790	92.6	15,104	14,365	95.1
Maids & Housemen	484	2,131	81.5	12,212	9,437	77.3
Janitors & Cleaners	3,779	2,039	35.0	13,634	11,224	82.3
Child Care Workers, except private household	290	2,000	87.3	9,486	7,757	81.8
Social Workers	862	1,923	69.0	28,816	24,495	85.0
Adult Education & Other Teachers, N.E.C.	905	1,896	67.7	15,141	14,032	92.7
Management Related Occup., N.E.C.	1,387	1,775	56.1	51,815	28,046	54.1
Cannery Workers, Incl. Seafood Processing	3,147	1,756	35.8	9,573	7,400	77.3
Admin. Support Occup, Including Clerical	457	1,727	79.1	17,773	20,925	117.7
Combined Food Prep & Service, Fast Food	1,589	1,585	49.9	4,419	4,333	98.1
Nursing Aides, Orderlies, & Attendants	382	1,527	80.0	19,949	16,402	82.2
Reservation Agents & Ticket Clerks	344	1,488	81.2	19,026	17,533	92.2
Secondary School Teachers	996	1,411	58.6	39,410	32,912	83.5
Food Counter, Fountain & Related Occup.	664	1,357	67.1	7,292	6,165	84.5
Kitchen Workers, Food Preparation	1,211	1,329	52.3	10,777	10,129	94.0
Counter Clerks	730	1,280	63.7	13,685	9,912	72.4
Salespersons, N.E.C.	1,036	1,277	55.2	24,376	12,396	50.9
Misc. Food & Beverage Preparation Occup.	1,705	1,248	42.3	8,582	11,280	131.4
Manager, Administrative Services	647	1,247	65.8	53,438	32,367	60.6
Bartenders	522	1,220	70.0	13,023	10,449	80.2
Manual Occupations, N.E.C.	4,999	1,140	18.6	11,050	6,548	59.3
Administrative Assistants & Officers	280	1,138	80.3	35,771	24,661	68.9
General Managers & Other Top Executives	1,806	1,061	37.0	72,104	34,879	48.4
Bank Tellers	88	1,017	92.0	13,277	13,538	102.0
Health Aides, except Nursing	177	975	84.6	21,138	20,118	95.2
Attendants, Amusement & Recreation Facilities	763	968	55.9	7,385	5,909	80.0
Accountants & Auditors	511	935	64.7	46,770	38,056	81.4
Record Clerks, N.E.C.	163	860	84.1	18,687	13,653	73.1
Supervisor; Sales, Retail	974	858	46.8	35,186	23,136	65.8
Teachers, Special Education	215	847	79.8	45,847	41,943	91.5
Postsecondary Teachers	947	830	46.7	29,174	18,695	64.1
Stock & Inventory Clerks	1,321	759	36.5	22,580	15,173	67.2
Supervisor, Food & Beverage Prep. & Service	768	732	48.8	27,131	18,687	68.9
Officials & Administrators, Other, N.E.C.	1,029	723	41.3	54,906	39,798	72.5
Cooks, Institution & Cafeteria	440	715	61.9	23,811	13,504	56.7
Teachers, except Postsecondary	302	706	70.0	31,273	26,364	84.3
Hairdressers & Cosmetologists	31	684	95.7	13,164	11,763	89.4
Stock Handlers & Baggers	2,159	675	23.8	13,414	7,109	53.0
Personal Service Occupations, N.E.C.	354	672	65.5	14,859	12,786	86.0
Billing Clerks	54	661	92.4	24,364	22,970	94.3
Dental Assistants	25	630	96.2	20,348	18,429	90.6
Supervisor, General Office Occupations	215	628	74.5	43,713	30,842	70.6
Information Clerks, N.E.C.	185	623	77.1	26,267	20,413	77.7

Source: Alaska Department of Labor, Research and Analysis Section

4 Employment by Industry And gender, 1997

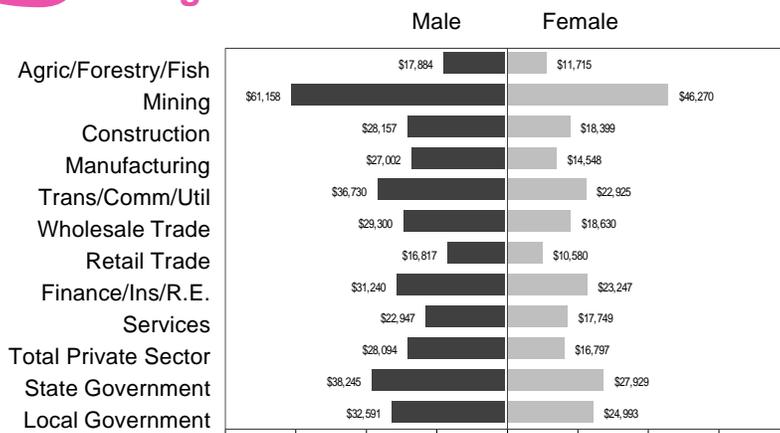


(continued from page 3)

Female workers earn more in some parts of Alaska

Average earnings for females ranged from \$11,211 to \$30,812 in 1997 depending upon the area of the state in which they worked. (See Exhibit 10.) Females, on average, earned the most if they worked in the North Slope Borough, including Prudhoe Bay, although they represented only 25 percent of the workers in that geographic area. This high wage is due primarily to oil related occupations at Prudhoe Bay.

5 Earnings by Industry And gender



Juneau and Anchorage also had relatively high average earnings for females in 1997. In Juneau, females comprised nearly 50 percent of the workers, earned on average \$22,160 per year and earned 77.2% as much as males, one of the highest female to male average earnings ratios in the state. The high percentage of employment opportunities for women in government jobs in Juneau contributes to the narrower earnings differential.

While Anchorage females made up 49 percent of the workers and earned \$21,226, the third highest earnings in the state, Mat-Su female workers made up 55.6% of workers and earned only \$16,499. Mat-Su has a larger number of retail and service jobs which pay considerably less than government and oil related jobs in the Anchorage area.

6 Gender Income Ratios By industry



Female and male workers came closest to achieving income parity in Dillingham and Bethel, where both genders earned near the statewide average for female workers alone.

Female and male dominated occupations

Exhibits 2 and 3 show the 50 occupations with the largest numbers of male and female workers in Alaska in 1997. Male workers were most frequently reported to be working in manual occupations (seafood processing related jobs), or as carpenters, construction laborers and janitors/

Source: Alaska Department of Labor, Research and Analysis Section

Gender Income Ratios 7 By age group, 1997

cleaners. The largest groups of female workers were working in general office occupations, as sales clerks, secretaries and bookkeepers.

A cluster of occupations is truly male dominated. Ten of the 50 top male occupations were more than 95 percent male, while only two of the top female occupations were more than 95 percent female. Male dominated occupations include carpenter, electrician, operating engineer, mechanic, truck driver, airplane pilot/navigator, plumber/pipefitter, engineer, equipment operator, and welder. Occupations that were at least 95 percent female in 1997 include only hairdresser and dental assistant.

Female general managers and top executives earn less than half what their male counterparts earn. Other occupations in which the gender earnings ratio is below 50 percent include carpenters, light truck drivers, miscellaneous material moving equipment operators, and security brokers. (See Exhibits 2 and 11.)

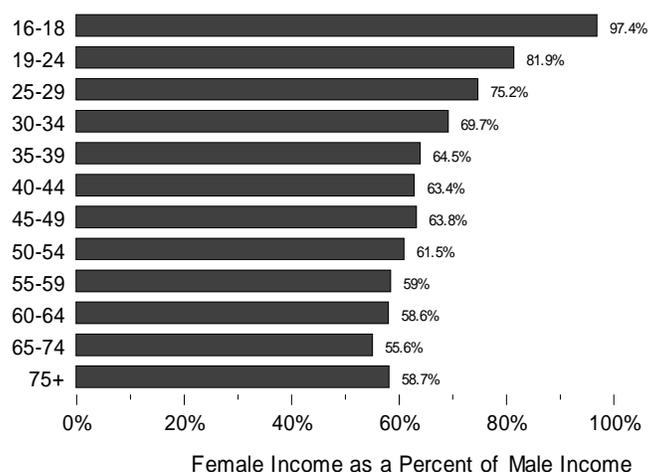
There are a few occupational groups where females earn the same or more than males, but they all pay well below the annual average wage for males of \$29,339. Most (secretaries, teacher aides, administrative support and clerical and bank tellers) are female dominated occupations. (See Exhibit 3.) In miscellaneous food and beverage preparation occupations, females earn 131 percent of male earnings, but are only 42 percent of workers, and their earnings are still low.

There are also a few small industry sectors, whose data are nondisclosable, where female earnings are comparable to those of males.

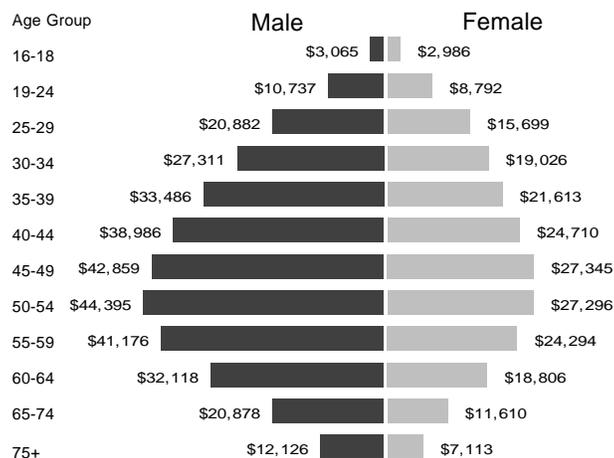
But these are the exceptions. Male nurses earn more than female nurses, and the same is true for cashiers, janitors, bartenders, bookkeepers, social workers, technicians, accountants, cooks, security guards, etc.

Those occupations in which female average earnings were 90 percent or more of male earnings include general office occupations, elementary school teachers, adult education and other non-secondary teachers, special education teachers, receptionists, reservation agents and ticket clerks, health aides except nursing, fast food workers, food preparation workers, billing clerks, plant and systems operators, and dental assistants.

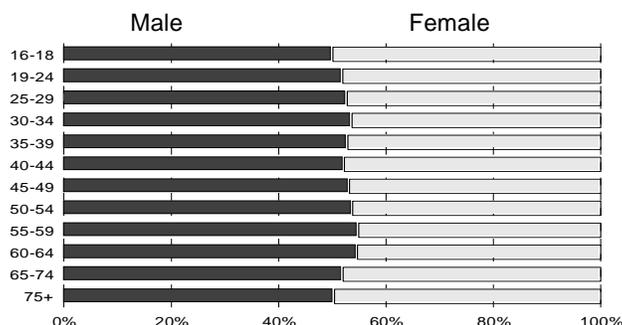
(Continued on page 10)



Income by Age Group 8 And gender, 1997



Gender by Age Group 9 Total employment, 1997



Source: Alaska Department of Labor, Research and Analysis Section

10 Workers and Income by Location Alaska 1997

	Male Workers	Female Workers	Percent Female	Average Income		Female Income as % of Male
				Male	Female	
Aleutians East	705	490	41.0%	\$21,321	\$14,917	70.0%
Aleutians West	1,553	889	36.4	30,619	19,586	64.0
Anchorage	60,258	57,964	49.0	31,309	21,226	67.8
Bethel	4,579	3,860	45.7	16,433	14,818	90.2
Bristol Bay	686	417	37.8	23,006	14,659	63.7
Denali	939	518	35.6	43,257	16,427	38.0
Dillingham	1,295	1,169	47.4	19,453	19,385	99.7
Fairbanks	17,484	16,051	47.9	27,851	17,767	63.8
SE Fairbanks	864	917	51.5	21,438	13,946	65.1
Haines	565	605	51.7	20,672	13,468	65.1
Juneau	8,433	8,328	49.7	28,700	22,160	77.2
Kenai	10,545	9,478	47.3	27,296	15,067	55.2
Ketchikan	4,002	3,725	48.2	29,403	17,941	61.0
Kodiak	3,221	3,045	48.6	23,972	16,185	67.5
Lake and Peninsula	520	398	43.4	15,791	11,211	71.0
Mat-Su	6,352	7,957	55.6	23,831	16,499	69.2
North Slope	8,320	2,780	25.0	50,261	30,812	61.3
Nome	2,471	2,083	45.7	21,173	18,256	86.2
NW Arctic Borough	2,242	1,485	39.8	29,909	20,778	69.5
POW/Outer Ketchikan	2,094	1,396	40.0	23,068	12,426	53.9
Sitka	2,462	2,313	48.4	23,319	17,924	76.9
Skagway-Hoonah-Angoon	1,051	817	43.7	20,351	12,321	60.5
Valdez-Cordova	3,535	2,408	40.5	33,726	17,908	53.1
Wade Hampton	1,379	1,304	48.6	15,005	11,827	78.8
Wrangell-Petersburg	1,536	1,498	49.4	22,184	14,939	67.3
Yakutat	299	197	39.7	22,686	15,241	67.2
Yukon-Koyukuk	1,969	1,452	42.4	21,150	14,397	68.1
Marine	552	74	11.8	17,817	6,671	37.4
Outside Alaska	258	79	23.4	70,504	20,774	29.5
Unknown Area	1,152	876	43.2	48,265	23,841	49.4
Total	151,321	134,573	47.1	29,594	19,217	64.9

Shading shows female/male earnings ratios above 100% or below 50%.

Source: Alaska Department of Labor, Research and Analysis Section

11 Workers and Earnings By industry and gender in 1997

	Male Workers	Female Workers	Percent Female	Average Earnings		Female Income as % of Male
				Male	Female	
Agriculture, Forestry, Fisheries						
Agricultural production-crops	125	185	59.7%	\$6,436	\$6,073	94.4%
Agricultural services	539	579	51.8	12,852	12,553	97.7
Forestry	*	*	*	*	*	*
Fishing, hunting and trapping	399	124	23.7	22,611	15,915	70.4
Mining						
Metal mining	1,175	179	13.2	49,252	36,496	74.1
Oil and gas extraction	7,836	1,127	12.6	64,044	48,885	76.3
Mining and quarrying of nonmetallic minerals, except fuels	370	51	12.1	32,109	19,515	60.8
Construction						
Building construction-general contractors and operative builders	5,404	698	11.4	24,703	15,756	63.8
Heavy construction other than building construction-contractors	4,044	631	13.5	36,531	22,672	62.1
Construction-special trade contractors	8,044	939	10.5	26,268	17,492	66.6

(Continued next page)

11 Workers and Earnings

By industry and gender in 1997

(Continued)

	Male Workers	Female Workers	Percent Female	Average Earnings		Female Income as % of Male
				Male	Female	
Manufacturing						
Food and kindred products	4,701	2,474	34.5%	\$14,876	\$10,044	67.5%
Apparel and finished products made from fabrics and similar materials	17	35	67.3	14,081	13,264	94.2
Lumber and wood products, except furniture	1,611	259	13.9	27,750	14,962	53.9
Paper and allied products	681	90	11.7	38,884	28,573	73.5
Printing, publishing and allied industries	858	903	51.3	24,207	18,814	77.7
Petroleum refining and related industries	333	98	22.7	79,354	43,091	54.3
Stone, clay, glass and concrete products	303	37	10.9	21,582	16,501	76.5
Fabricated metal products except machinery and transportation equipm't	204	26	11.3	26,696	19,167	71.8
Industrial and commercial machinery and computer equipment	99	13	11.6	34,528	18,583	53.8
Transportation equipment	333	54	14.0	25,053	16,632	66.4
Miscellaneous manufacturing industries	58	28	32.6	13,161	12,929	98.2
Transportation						
Local & suburban transit & interurban highway passenger transportation	1,384	1,131	45.0	11,885	9,064	76.3
Motor freight transportation & warehousing	2,792	596	17.6	29,795	22,101	74.2
Water transportation	1,956	526	21.2	26,641	16,585	62.3
Transportation by air	6,006	2,788	31.7	34,180	19,247	56.3
Pipelines, except natural gas	*	*	*	*	*	*
Transportation services	701	1,283	64.7	21,703	17,331	79.9
Communications	2,494	1,786	41.7	48,636	32,171	66.1
Electric, gas & sanitary services	2,020	712	26.1	46,831	34,420	73.5
Wholesale Trade						
Wholesale trade-durable goods	3,490	1,242	26.2	32,855	20,321	61.9
Wholesale trade-nondurable goods	3,535	1,755	33.2	25,790	17,434	67.6
Retail Trade						
Building materials, hardware, garden supply & mobile home dealers	1,701	745	30.5	24,041	15,592	64.9
General merchandise stores	4,391	6,054	58.0	15,850	11,207	70.7
Food stores	4,201	4,530	51.9	19,515	13,818	70.8
Automotive dealers & gasoline service stations	4,536	1,802	28.4	24,549	14,687	59.8
Apparel & accessory stores	378	1,413	78.9	10,817	8,236	76.1
Home furniture, furnishings & equipment stores	1,106	600	35.2	18,468	14,817	80.2
Eating & drinking places	9,121	10,360	53.2	10,233	7,682	75.1
Miscellaneous retail	2,978	4,650	61.0	18,848	10,837	57.5
Finance, Insurance, and Real Estate						
Depository institutions	803	3,673	82.1	42,720	23,123	54.1
Nondepository credit institutions	138	344	71.4	51,725	34,574	66.8
Security & commodity brokers, dealers, exchanges & services	158	185	53.9	107,915	32,506	30.1
Insurance carriers	263	648	71.1	57,106	36,963	64.7
Insurance agents, brokers & service	206	844	80.4	45,582	24,761	54.3
Real estate	2,013	1,421	41.4	16,606	15,223	91.7
Holding & other investment offices	1,316	1,377	51.1	27,850	20,401	73.3
Services						
Hotels, rooming houses, camps and other lodging places	2,880	4,233	59.5	14,507	10,255	70.7
Personal services	465	1,804	79.5	15,055	10,500	69.7
Business services	5,598	4,692	45.6	21,438	13,755	64.2
Automotive repair, services & parking	2,226	638	22.3	17,495	12,469	71.3
Miscellaneous repair services	800	199	19.9	24,279	13,079	53.9
Motion pictures	531	616	53.7	6,448	5,629	87.3
Amusement & recreation services	2,100	2,284	52.1	9,497	8,166	86.0
Health services	2,990	12,862	81.1	38,311	25,863	67.5
Legal services	387	1,473	79.2	46,747	27,976	59.8
Educational services	630	825	56.7	23,252	18,364	79.0
Social services	2,137	6,215	74.4	16,609	14,501	87.3
Museums, art galleries & botanical & zoological gardens	36	97	72.9	17,639	10,273	58.2
Membership organizations	3,165	4,622	59.4	14,739	14,652	99.4
Engineering, accounting and research management and services	4,930	3,315	40.2	36,711	22,078	60.1
Private households	30	261	89.7	14,644	9,374	64.0
Miscellaneous services	349	76	17.9	26,551	21,906	82.5
Nonclassifiable establishments	100	91	47.6	10,960	7,919	72.3
Total Private Sector	126,024	103,731	45.1	28,094	16,797	59.8
State Government	11,434	10,967	49.0	38,245	27,929	73.0
Local Government	16,935	23,401	58.0	32,591	24,993	76.7
Total	154,393	138,099	47.2	29,339	19,070	65.0

* Nondisclosable information. Some sectors with small numbers and nondisclosable data are not shown in the table, but are included in the totals.

Source: Alaska Department of Labor, Research and Analysis Section

Three occupations in which women earn higher than average salaries and experience smaller than average earnings gaps are elementary school teacher, public official and administrator, and supervisory mechanic and repairer.

Many industries are dominated by one gender

In many industries, the vast majority of workers are all one gender. The three highest paying industries in the state—oil and gas, mining, and construction, have only 11 to 13 percent females in their workforces. In health services and in the insurance industry, 80 to 81 percent of workers are female. (See Exhibits 4, 5 and 11.)

The mining and construction industries are disproportionately male, while finance, insurance and real estate, services and local government have a greater than average percentage of female workers. Health services, insurance and local education account for large numbers of female workers. (See Exhibit 4.)

Industries with the highest average female earnings included oil and gas, insurance, metal mining, electric utilities, securities dealers and communications. Local government, health services and state government employ the largest number of female workers.

Earnings by age group

In 1997, females earned less than males in every age category, with the discrepancy gradually widening until workers reach age 75. Average male earnings peaked at \$44,395 in the 50 to 54 year age group, while female earnings peaked in the 45 to 49 age category at \$27,345. There was no improvement in the earnings ratio of females from 1995 to 1997. (See Exhibits 7–9.)

Summary

The earnings gap between the genders in Alaska is large, with females earning 65 percent of what males earn, 59 percent in the private sector. The good economic times of recent years have not dented it. The gap persists across job categories, age groups and geographic areas, but is smallest in government service and education. The gap is wide for carpenters, light truck drivers and private industry management.

Methodology

All private sector, state and local government worker unemployment insurance wage records were aggregated to obtain total worker wage and salary earnings for 1997. Worker occupation, industry and place of work data were obtained from the employer from whom they earned the most money in 1997. A total of 351,411 wage records were matched with historical Permanent Fund Dividend applicant files from 1994 through 1997 and with current Alaska voter registration files to obtain gender and age information. More than 83 percent of wage records had gender information and 82 percent had both gender and age information.

Resident/Nonresident Hire

by
Jeff Hadland
Economist

1997 shows improvement over 1996

The year 1997 saw the lowest number and percent of nonresident workers since 1988. In 1997, 71,233 Alaska wage and salary workers were nonresident. Nonresidents made up 20.3% of all workers. This was a decline of 4.7%, or more than 3,500 nonresident workers since 1996, and a sizable drop from the peak nonresident hire year of 1992 when nearly 24 percent were nonresidents.

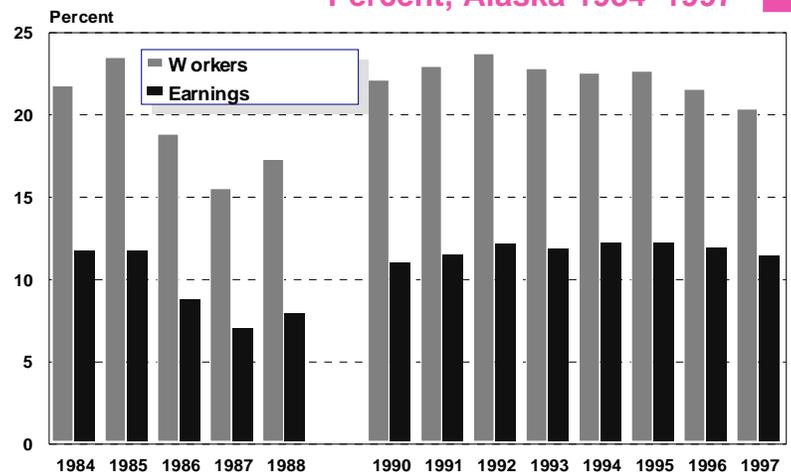
While nonresident workers decreased, the number of resident employees in 1997 increased by 6,700 to nearly 280,000, a 2.5% increase over 1996.

The decline in nonresident workers was the result of several factors. A strong national economy slowed migration into Alaska, reducing competition for the jobs created by Alaska's moderate, steady growth. The changing structure of the Alaska economy, with fewer seasonal jobs and more year-round jobs, meant that fewer workers were needed during the peak summer hiring season. Training programs produced Alaskan graduates with the needed skills to fill many more of the jobs available in 1997.

For instance, in fiscal year 1997 Alaska's State Training and Employment Program (STEP), funded by the Unemployment Insurance Trust Fund, served 1,740 individuals. Of the clients who received occupational training, 275 (37 percent) found employment in shortage occupations often filled by nonresidents.

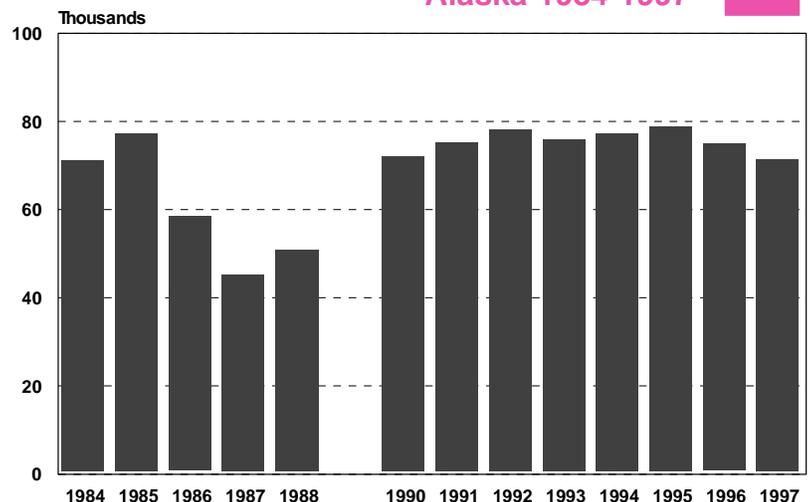
Total wage and salary earnings in private sector, state and local government jobs approached \$7.85 billion in 1997. Nonresidents earned about 11.4% of the total (or \$894.7 million), a significant decline

Nonresident Workers & Earnings Percent, Alaska 1984-1997



Note: No data available for 1989

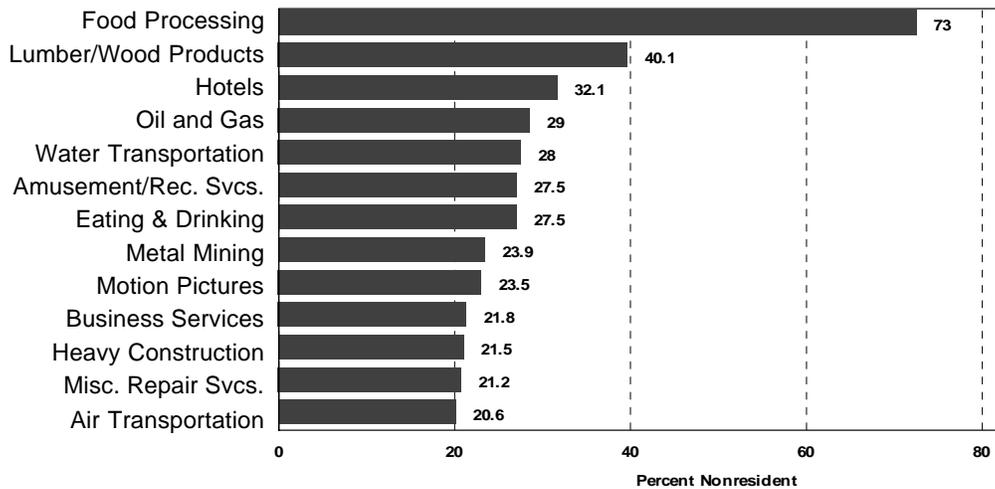
Number of Nonresident Workers Alaska 1984-1997



Source: Alaska Department of Labor, Research and Analysis Section

3 Industries* by Percent Nonresident Workers

Alaska 1997



* Industries with 1,000 or more workers

Source: Alaska Department of Labor, Research and Analysis Section

4 Nonresidents by Occupation

Private Sector

	Resident Workers	Nonresident Workers	Percent	Resident Earnings	Nonresident Earnings	Percent
Cannery Workers	4,477	13,940	75.7%	\$40,175,555	\$89,008,387	68.9%
Sales Clerks	8,623	1,840	17.6	83,529,048	8,578,834	9.3
Waiters & Waitresses	4,353	1,601	26.9	37,133,029	6,896,196	15.7
General Office Occup.	8,893	1,491	14.4	142,849,873	10,974,612	7.1
Manual Occup., N.E.C.	4,358	1,442	24.9	47,400,570	8,984,343	15.9
Misc. Food & Beverage Prep.	2,717	1,017	27.2	25,915,986	4,924,266	16.0
Carpenters	4,181	994	19.2	88,842,187	10,439,243	10.5
Janitors & Cleaners	3,870	936	19.5	39,746,394	4,941,784	11.1
Misc. Hand Working Occup.	405	893	68.8	4,854,347	6,244,296	56.3
Fast Food	3,152	884	21.9	14,013,591	2,439,156	14.8
Construction Laborers	3,747	871	18.9	61,129,365	8,317,499	12.0
Maids	2,452	863	26.0	24,132,505	4,873,002	16.8
Airplane Pilots and Navigators	1,214	823	40.4	60,389,923	39,774,435	39.7
Cooks, Restaurant	1,421	794	35.8	17,509,134	5,421,404	23.6
Kitchen Workers, Food Prep.	2,291	768	25.1	24,647,276	4,450,332	15.3
Sailors & Deckhands	853	728	46.0	13,460,586	10,548,856	43.9
Guides	568	720	55.9	4,558,934	4,550,803	50.0
Cashiers	4,251	646	13.2	49,370,395	2,861,323	5.5
Registered Nurses	2,374	582	19.7	86,185,909	9,995,350	10.4
Child Care Workers	2,096	527	20.1	16,465,162	2,000,647	10.8
Food Counter, Fountain	1,836	495	21.2	11,924,767	1,619,873	12.0
Freight, Stock, & Material Movers	2,343	445	16.0	46,388,491	3,976,131	7.9
Salespersons	2,177	398	15.5	39,922,558	2,635,237	6.2
Receptionists	2,736	395	12.6	40,052,636	2,408,677	5.7
Stock Handlers and Baggers	2,781	387	12.2	33,498,598	1,805,429	5.1
Electricians	1,638	379	18.8	63,890,796	9,702,837	13.2
Bartenders	1,662	372	18.3	19,062,866	1,741,481	8.4
Engineers	1,245	364	22.6	70,221,310	30,511,970	30.3
Welders and Cutters	686	362	34.5	24,196,672	6,773,058	21.9
Truck Drivers, Light	1,915	361	15.9	38,389,077	3,010,140	7.3
Guards & Police, except Public Svc.	1,462	358	19.7	30,113,850	4,526,594	13.1
Counter Clerks	1,857	326	14.9	21,998,939	1,801,033	7.6
General Managers and Executives	2,606	324	11.1	151,489,664	13,962,487	8.4
Maintenance Repairers, Gen. Utility	1,110	324	22.6	28,519,324	5,055,306	15.1
Operating Engineers	1,176	324	21.6	44,055,501	10,815,175	19.7
Bookkeepers/Accounting	3,626	322	8.2	78,255,995	3,141,714	3.9

from the 11.9% of total wages paid to nonresidents in 1996. Total nonresident earnings declined by more than \$7 million from 1996 to 1997 while resident earnings increased by nearly four percent, or \$263 million.

On average, 23.6% of private sector workers in 1997 were nonresidents. However, the percent of nonresidents varied widely by industry. Nonresident workers are typically found in Alaska industries with a large number of seasonal jobs (often relatively low paying), industries with faster than average growth, industries with jobs requiring special skills, and industries where the workers may be employed in remote work sites or camps.

Alaska's seasonal industries continued to dominate the list of those with the highest nonresident earnings and the most workers. Seafood processing, lumber and wood products, hotels and restaurants, and the oil industry were the major industry sectors with high percentages of nonresident workers in 1997, just as they have been for the last several years.

The food processing industry (primarily seafood processing) maintained its customary dubious distinction of having the highest percent nonresident workers, 73 percent nonresidents in

1997. This was two percentage points less than in 1996. More than 60 percent of wages in this sector were paid to nonresidents.

The lumber and wood products industry also employs a high percentage of nonresident workers, engaged primarily in seasonal logging activities. Approximately 40 percent of workers were nonresidents in 1997. The pulp mill sector, with its stable, year-round jobs, has traditionally had one of the lowest percentages of nonresident workers in the state; in 1997, only 9.5% of workers were nonresidents. However, employment in this industry dropped sharply with the closure of the last of Alaska's pulp mills in the spring of 1997.

Other private sector industries with above average percentages of nonresident workers include hotels (32.1%), nonmetal mining/quarries (28.1%), eating/drinking places (27.5%), oil and gas (29.0%), water transportation (28.0%), and recreation services (27.5%).

Alaska's oil industry is important in terms of total earnings, employment and high paying jobs. In 1997, nearly 25 percent of earnings went to nonresidents, who made up 29.0% of oil industry workers, a small improvement from 1996. Improvement in resident hire performance came despite

Resident/Nonresident Workers By industry—1996-1997

5

	Resident Workers		% Change 1996- 1997	Nonresident Workers		% Change 1996- 1997
	1996	1997		1996	1997	
Ag/Forestry/Fishing	1,841	1,900	3.2	899	1,126	25.3
Mining	9,729	9,721	-0.1	4,015	3,795	-5.5
Construction	17,754	18,777	5.8	5,508	4,816	-12.6
Manufacturing	13,052	13,359	2.4	21,130	19,849	-6.1
Trans/Comm/Utilities	24,840	25,930	4.4	5,269	5,174	-1.8
Wholesale Trade	9,468	9,624	1.6	1,800	1,793	-0.4
Retail Trade	54,599	56,267	3.1	14,830	13,755	-7.2
Finance/Insur/Real Estate	12,287	12,948	5.4	1,494	1,483	-0.7
Services	66,853	69,911	4.6	15,754	15,664	-0.6
Nonclassifiable	442	174	-60.6	208	203	-2.4
Total Private Sector	210,865	218,611	3.7	70,907	67,658	-4.6
Local Govt	38,692	39,280	1.5	2,425	2,447	0.9
State Govt	23,512	21,920	-6.8	1,429	1,128	-21.1
Total	273,069	279,811	2.5	74,761	71,233	-4.7

Source: Alaska Department of Labor, Research and Analysis Section

the oil and oilfield service companies' continued two-year decline in total workers and earnings.

Exhibit 5 shows the direction of employment change for nonresidents between 1996 and 1997. The change varied by industry, with most industry sectors showing a decline in the number of nonresident workers.

Nonresidents hold many jobs that Alaskans could fill

Exhibit 4 shows the occupations with the largest total number of nonresident workers in 1997. Nonresidents were assigned an occupation code based upon the occupation in which they earned the most money. Nonresident workers were found in seafood processing related occupations, retail sales, eating and drinking occupations, general office occupations and construction occupations. Some occupations with large numbers of nonresidents require special training, such as carpenters, airplane pilots, nurses, and electricians. These occupations have relatively high pay and may represent an opportunity for training programs in Alaska or a career path for an unemployed Alaskan. Some of the jobs with lower skill requirements for entry may be suitable for those seeking their first job or trying to obtain work experience.

Which Alaska firms hired the largest number of nonresidents?

Exhibit 6 shows the top five employers of nonresidents in each industry. The percentage of nonresidents hired, along with the total number of nonresidents should

be examined together, as a large employer may have a large number of nonresident workers without showing a high percentage rate. Complete resident hire data are available in *Residency Analysis of Alaska's Workers by Firm—1997*.

Methodology

Alaska residency is determined by matching the Alaska Department of Revenue Permanent Fund Dividend (PFD) file with the Alaska Department of Labor wage file. The PFD file includes Alaskans who either applied for or received a PFD. The wage file contains quarterly earnings and industry information on workers covered by unemployment insurance within Alaska. Workers in the wage file are considered Alaska residents if they either received a 1997 PFD or applied for a 1998 PFD.

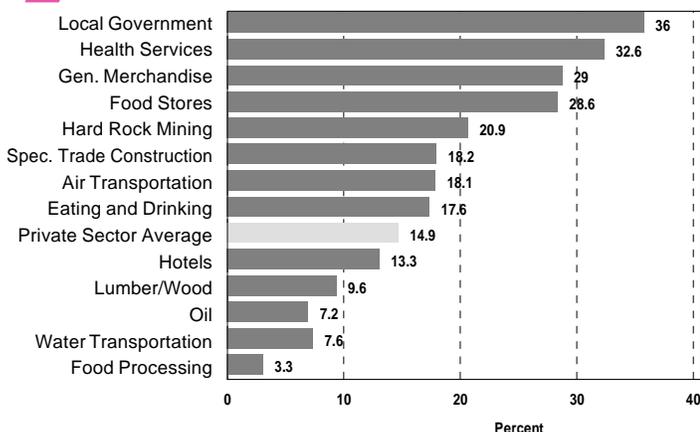
For the purposes of this analysis, Alaska residency is determined by matching the worker's social security number on the wage file with the social security number on the PFD file. The small number of workers with missing social security numbers are excluded from the analysis.

Although most workers would have to be in Alaska all of 1997 in order to be considered residents for purposes of this report, information from both the 1997 and 1998 dividend years is used to improve the accuracy of the residency classification. Resident workers who left Alaska during 1997 would not be eligible for a 1998 PFD. The 1997 PFD data match identifies these workers and they are counted as residents. New workers who arrived in Alaska after January 1, 1997 would generally be counted as nonresidents.

Employers of Nonresidents 6 By industry sector

	Resident Workers	Nonresident Workers	Percent Nonres.
Mining			
Alaska Petroleum Contractors, Inc.	1,406	684	32.7%
BP Exploration Alaska, Inc.	781	484	38.3
Veco Operations, Inc.	934	381	29.0
Peak Oilfield Service Co.	1,179	347	22.7
ARCO Alaska, Inc.	1,353	308	18.5
Construction			
H.C. Price Co.	1,035	262	20.2
Osborne Construction	533	75	12.3
Udelhoven Oilfield System Services	162	73	31.1
Alaska Interstate Construction LLC	310	72	18.8
Red Samm Construction PTR	142	71	33.3
Manufacturing			
Trident Seafoods Corporation	211	2,967	93.4
Ward Cove Packing Co., Inc.	542	1,876	77.6
Unisea, Inc.	277	1,341	82.9
Icicle Seafoods, Inc.	442	1,289	74.5
Peter Pan Seafoods, Inc.	323	1,162	78.2
Transportation, Communications, Utilities			
North Star Terminal and Stevedore	574	261	31.3
Cargo Services Co.	181	253	58.3
Federal Express Corp.	886	250	22.0
Northwest Airlines, Inc.	170	238	58.3
Westours Motorcoaches, Inc.	563	204	26.6
Wholesale Trade			
Baker Hughes Oilfield Operations	61	69	53.1
Officemax	116	48	29.3
NorthAlaska Fisheries, Inc.	147	47	24.2
Alaska Pacific Powder Company	109	44	28.8
Dresser Industries, Inc.	140	38	21.3
Retail Trade			
Aramark Leisure Services Group, Inc.	265	966	78.5
Carr Gottstein Foods Co.	4,679	579	11.0
K-Mart Corp.	1,652	483	22.6
Fred Meyer Shopping Centers	3,057	471	13.4
Wal-Mart Associates, Inc.	2,145	359	14.3
Finance, Insurance & Real Estate			
Alaska USA Federal Credit Union	897	120	11.8
Kake Tribal Corp.	232	101	30.3
National Bank of Alaska	1,484	101	6.4
First National Bank of Anchorage	995	67	6.3
Cusack Development, Inc.	230	66	22.3
Services			
Alaska Hotel Properties, Inc.	549	412	42.9
Providence Hospital	3,158	357	10.2
Westmark Hotels, Inc.	928	305	24.7
Ogden Facility Management of Alaska	1,074	261	19.6
Alyeska Resort	756	235	23.7

7 1996 Nonresidents Who Became Residents in 1997—by industry



Source: Alaska Department of Labor, Research and Analysis Section

Alaska Employment Scene

by
Rachel Baker
Labor Economist

Unemployment Descends Another Notch

Slack in oil industry raises concerns

Alaska's unemployment rate fell to 5.4% in November. This represents a significant improvement from last year's rate of 7.3%, and comes in as the lowest unemployment rate for November in this decade. (See Exhibit 1.) Just over 16,900 Alaskans were unemployed in November compared to nearly 22,900 one year ago. The comparable November national unemployment rate was 4.1%. (See Exhibit 6.)

Only once in the last 20 years has the Alaska unemployment rate dropped from October to November. There was a contradiction between this unusual drop (0.4%) and the increased level of unemployment claims and a lower wage and salary job count.

Over-the-year comparisons showed strong employment growth in all sectors except wood products and the federal government. Statewide employment increased by 5,700 jobs from November 1997. New service jobs were the largest component of employment growth, and all service sectors except legal services added jobs during 1998. Transportation, retail trade, mining, and construction also were sources of employment growth over the year. (See Exhibit 2.) The job losses in the wood products industry are a result of decreased demand for timber from the Tongass National Forest and native-owned lands. Some sales offered in the fall of 1998 received no bidders because weak demand in Asia made the harvest of trees not economical for purchasers.

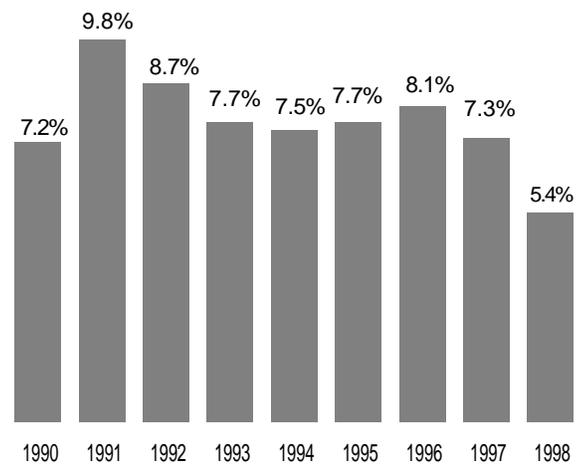
All regions of the state experienced typical seasonal declines in wage and salary employment in November, and 6,900 jobs were lost from the previous month. Retail trade was the only industry that posted job increases in November in response to the start of the holiday shopping season. The Southeast, Gulf Coast, Southwest, and Interior regions were hit hardest by the employment losses. Most jobs were lost in seafood processing, hotel services, and construction. (Exhibits 3 and 5.)

Oil forecast creates uncertainty

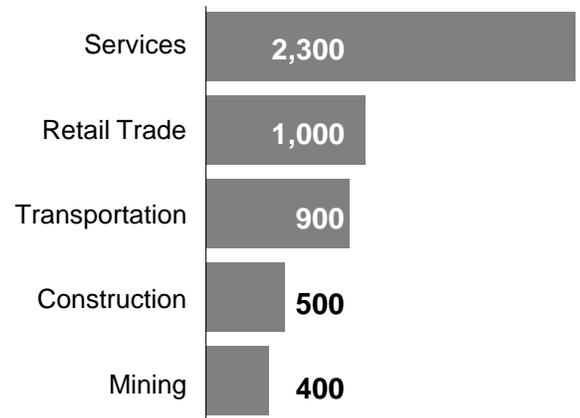
Announcements in November concerning layoffs, mergers, and production cuts from Alaska's oil producers sent a chill through the

(continued on page 18)

Decade Unemployment Month of November, 1990–1998



Employment Growth Changes November 1997–1998



Source: Alaska Department of Labor, Research and Analysis Section

3 Nonagricultural Wage and Salary Employment by Place of Work

Alaska	preliminary	revised	Changes from:			Municipality of Anchorage	preliminary	revised	Changes from:		
	11/98	10/98	11/97	10/98	11/97		11/98	10/98	11/97	10/98	11/97
Total Nonag. Wage & Salary	268,000	274,900	262,300	-6,900	5,700	Total Nonag. Wage & Salary	128,700	129,500	125,000	-800	3,700
Goods-producing	34,200	38,800	33,500	-4,600	700	Goods-producing	11,400	12,300	10,800	-900	600
Service-producing	233,800	236,100	228,800	-2,300	5,000	Service-producing	117,300	117,200	114,200	100	3,100
Mining	10,400	11,000	10,000	-600	400	Mining	2,600	2,700	2,500	-100	100
Oil & Gas Extraction	8,900	9,400	8,400	-500	500	Oil & Gas Extraction	2,500	2,500	2,400	0	100
Construction	12,900	14,700	12,400	-1,800	500	Construction	6,900	7,600	6,500	-700	400
Manufacturing	10,900	13,100	11,100	-2,200	-200	Manufacturing	1,900	2,000	1,800	-100	100
Durable Goods	2,700	3,000	3,100	-300	-400	Transportation/Comm/Utilities	12,800	12,900	12,200	-100	600
Lumber & Wood Products	1,700	1,800	2,100	-100	-400	Air Transportation	5,600	5,600	5,200	0	400
Nondurable Goods	8,200	10,100	8,000	-1,900	200	Communications	2,600	2,600	2,400	0	200
Seafood Processing	5,500	7,400	5,300	-1,900	200	Trade	31,500	31,300	30,900	200	600
Transportation/Comm/Utilities	24,100	25,200	23,200	-1,100	900	Wholesale Trade	6,400	6,500	6,400	-100	0
Trucking & Warehousing	2,800	2,900	2,800	-100	0	Retail Trade	25,100	24,800	24,500	300	600
Water Transportation	1,700	2,000	1,700	-300	0	Gen. Merchandise & Apparel	5,300	5,000	5,200	300	100
Air Transportation	8,700	8,700	8,200	0	500	Food Stores	3,000	2,900	2,900	100	100
Communications	4,400	4,400	4,200	0	200	Eating & Drinking Places	8,600	8,700	8,300	-100	300
Electric, Gas & Sanitary Svcs.	2,400	2,500	2,400	-100	0	Finance/Insurance/Real Estate	7,300	7,300	7,200	0	100
Trade	56,100	56,000	55,000	100	1,100	Services & Misc.	36,400	36,600	35,300	-200	1,100
Wholesale Trade	8,700	8,800	8,600	-100	100	Hotels & Lodging Places	2,500	2,600	2,500	-100	0
Retail Trade	47,400	47,200	46,400	200	1,000	Business Services	6,400	6,300	6,100	100	300
Gen. Merchandise & Apparel	10,200	9,700	10,100	500	100	Health Services	7,900	7,900	7,700	0	200
Food Stores	7,000	7,000	6,900	0	100	Legal Services	1,200	1,200	1,200	0	0
Eating & Drinking Places	15,200	15,500	14,800	-300	400	Social Services	3,300	3,300	3,100	0	200
Finance/Insurance/Real Estate	12,300	12,500	12,100	-200	200	Engineering & Mgmt. Svcs.	5,800	5,800	5,600	0	200
Services & Misc.	66,600	67,600	64,300	-1,000	2,300	Government	29,300	29,100	28,600	200	700
Hotels & Lodging Places	5,700	6,300	5,400	-600	300	Federal	9,900	9,900	9,900	0	0
Business Services	8,700	8,900	8,400	-200	300	State	8,900	8,800	8,500	100	400
Health Services	15,200	15,100	14,900	100	300	Local	10,500	10,400	10,200	100	300
Legal Services	1,700	1,700	1,700	0	0						
Social Services	7,300	7,200	6,900	100	400						
Engineering & Mgmt. Svcs.	7,600	7,800	7,400	-200	200						
Government	74,700	74,800	74,200	-100	500						
Federal	16,700	16,800	16,800	-100	-100						
State	22,000	22,000	21,700	0	300						
Local	36,000	36,000	35,700	0	300						

Notes to Exhibits 3, 4, & 5—Nonagricultural excludes self-employed workers, fishers, domestics, and unpaid family workers as well as agricultural workers. Government category includes employees of public school systems and the University of Alaska.

Exhibits 3 & 4—Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Exhibit 5—Prepared in part with funding from the Employment Security Division.

Source: Alaska Department of Labor, Research and Analysis Section

4 Hours and Earnings for Selected Industries

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	preliminary 11/98	revised 10/98	11/97	preliminary 11/98	revised 10/98	11/97	preliminary 10/98	revised 9/98	10/97
Mining	\$1,490.27	\$1,514.05	\$1,316.14	49.2	53.5	47.6	\$30.29	\$28.30	\$27.65
Construction	1,033.32	1,127.03	1,021.82	38.6	43.0	40.5	26.77	26.21	25.23
Manufacturing	485.42	582.47	586.07	37.6	51.5	43.9	12.91	11.31	13.35
Seafood Processing	318.19	471.42	336.88	33.6	54.5	41.9	9.47	8.65	8.04
Transportation/Comm/Utilities	708.00	678.83	695.59	35.4	35.1	35.8	20.00	19.34	19.43
Trade	431.49	433.78	419.33	34.3	33.6	33.6	12.58	12.91	12.48
Wholesale Trade	656.87	637.61	664.26	37.6	37.2	38.8	17.47	17.14	17.12
Retail Trade	390.82	396.12	375.07	33.7	32.9	32.7	11.60	12.04	11.47
Finance/Insurance/Real Estate	603.22	553.11	549.08	38.3	35.8	37.1	15.75	15.45	14.80

Average hours and earnings estimates are based on data for full-time and part-time production workers (manufacturing) and nonsupervisory workers (nonmanufacturing). Averages are for gross earnings and hours paid, including overtime pay and hours.

Benchmark: March 1997

Source: Alaska Department of Labor, Research and Analysis Section

5 Nonagricultural Wage and Salary Employment by Place of Work

Fairbanks North Star Borough	preliminary	revised	Changes from:		
	11/98	10/98	11/97	10/98	11/97
Total Nonag. Wage & Salary	32,800	33,550	32,450	-750	350
Goods-producing	3,250	4,000	3,150	-750	100
Service-producing	29,550	29,550	29,300	0	250
Mining	1,000	1,300	1,050	-300	-50
Construction	1,700	2,100	1,600	-400	100
Manufacturing	550	600	500	-50	50
Transportation/Comm/Utilities	2,850	3,050	2,800	-200	50
Trucking & Warehousing	550	550	600	0	-50
Air Transportation	700	700	700	0	0
Communications	450	500	400	-50	50
Trade	6,900	6,900	6,950	0	-50
Wholesale Trade	850	850	800	0	50
Retail Trade	6,050	6,050	6,150	0	-100
Gen. Merchandise & Apparel	1,250	1,200	1,450	50	-200
Food Stores	750	750	800	0	-50
Eating & Drinking Places	2,000	2,050	1,950	-50	50
Finance/Insurance/Real Estate	1,050	1,050	1,050	0	0
Services & Misc.	8,050	8,050	7,900	0	150
Hotels & Lodging Places	700	750	650	-50	50
Health Services	1,950	1,950	1,950	0	0
Government	10,700	10,500	10,600	200	100
Federal	3,150	3,150	3,200	0	-50
State	4,550	4,500	4,550	50	0
Local	3,000	2,850	2,850	150	150

Southeast Region

Total Nonag. Wage & Salary	34,000	35,400	34,150	-1,400	-150
Goods-producing	4,600	5,300	4,800	-700	-200
Service-producing	29,400	30,100	29,350	-700	50
Mining	350	350	350	0	0
Construction	1,600	1,700	1,600	-100	0
Manufacturing	2,650	3,250	2,850	-600	-200
Durable Goods	1,450	1,600	1,550	-150	-100
Lumber & Wood Products	1,250	1,400	1,400	-150	-150
Nondurable Goods	1,200	1,650	1,300	-450	-100
Seafood Processing	900	1,350	850	-450	50
Transportation/Comm/Utilities	2,650	2,950	2,550	-300	100
Trade	5,900	6,050	6,150	-150	-250
Wholesale Trade	600	600	600	0	0
Retail Trade	5,300	5,450	5,550	-150	-250
Food Stores	1,300	1,350	1,350	-50	-50
Finance/Insurance/Real Estate	1,600	1,650	1,550	-50	50
Services & Misc.	6,850	7,000	6,650	-150	200
Health Services	1,650	1,650	1,650	0	0
Government	12,400	12,450	12,450	-50	-50
Federal	1,750	1,800	1,850	-50	-100
State	5,350	5,300	5,250	50	100
Local	5,300	5,350	5,350	-50	-50

Northern Region

Total Nonag. Wage & Salary	15,650	15,900	15,450	-250	200
Goods-producing	5,400	5,500	5,150	-100	250
Service-producing	10,250	10,400	10,300	-150	-50
Mining	5,000	5,050	4,850	-50	150
Oil & Gas Extraction	4,600	4,600	4,400	0	200
Government	4,600	4,650	4,850	-50	-250
Federal	150	150	200	0	-50
State	300	300	300	0	0
Local	4,150	4,200	4,350	-50	-200

Interior Region

	preliminary	revised	Changes from:		
	11/98	10/98	11/97	10/98	11/97
Total Nonag. Wage & Salary	37,450	38,950	37,100	-1,500	350
Goods-producing	3,500	4,300	3,650	-800	-150
Service-producing	33,950	34,650	33,450	-700	500
Mining	1,200	1,550	1,350	-350	-150
Construction	1,700	2,100	1,750	-400	-50
Manufacturing	600	650	550	-50	50
Transportation/Comm/Utilities	3,200	3,650	3,100	-450	100
Trade	7,650	7,750	7,750	-100	-100
Finance/Insurance/Real Estate	1,150	1,150	1,150	0	0
Services & Misc.	8,850	9,100	8,650	-250	200
Hotels & Lodging Places	850	1,100	750	-250	100
Government	13,100	13,000	12,800	100	300
Federal	3,750	3,750	3,700	0	50
State	4,800	4,750	4,750	50	50
Local	4,550	4,500	4,350	50	200

Anchorage/Mat-Su Region

Total Nonag. Wage & Salary	140,850	141,950	136,150	-1,100	4,700
Goods-producing	12,500	13,700	11,950	-1,200	550
Service-producing	128,350	128,250	124,200	100	4,150
Mining	2,600	2,650	2,500	-50	100
Construction	7,800	8,800	7,350	-1,000	450
Manufacturing	2,100	2,250	2,100	-150	0
Transportation/Comm/Utilities	13,900	14,000	13,150	-100	750
Trade	34,600	34,250	33,650	350	950
Finance/Insurance/Real Estate	7,850	7,850	7,650	0	200
Services & Misc.	39,700	40,050	38,200	-350	1,500
Government	32,300	32,100	31,550	200	750
Federal	10,000	10,000	10,000	0	0
State	9,650	9,600	9,200	50	450
Local	12,650	12,500	12,350	150	300

Southwest Region

Total Nonag. Wage & Salary	15,450	16,750	15,100	-1,300	350
Goods-producing	3,000	3,800	2,950	-800	50
Service-producing	12,450	12,950	12,150	-500	300
Seafood Processing	2,750	3,550	2,700	-800	50
Government	5,750	5,900	5,700	-150	50
Federal	400	400	400	0	0
State	450	500	450	-50	0
Local	4,900	5,000	4,850	-100	50

Gulf Coast Region

Total Nonag. Wage & Salary	24,850	26,350	24,650	-1,500	200
Goods-producing	5,150	6,300	5,150	-1,150	0
Service-producing	19,700	20,050	19,500	-350	200
Mining	1,200	1,350	1,050	-150	150
Oil & Gas Extraction	1,200	1,350	1,050	-150	150
Construction	1,200	1,450	1,200	-250	0
Manufacturing	2,750	3,500	2,900	-750	-150
Seafood Processing	1,850	2,550	1,650	-700	200
Transportation/Comm/Utilities	2,200	2,250	2,250	-50	-50
Trade	4,950	5,000	4,750	-50	200
Wholesale Trade	550	550	550	0	0
Retail Trade	4,400	4,450	4,200	-50	200
Eating & Drinking Places	1,300	1,350	1,250	-50	50
Finance/Insurance/Real Estate	700	700	700	0	0
Services & Misc.	5,100	5,300	5,050	-200	50
Health Services	1,150	1,150	1,100	0	50
Government	6,750	6,800	6,750	-50	0
Federal	650	700	700	-50	-50
State	1,550	1,600	1,600	-50	-50
Local	4,550	4,500	4,450	50	100

6 Unemployment Rates by Region and Census Area

Not Seasonally Adjusted	Percent Unemployed		
	preliminary		revised
	11/98	10/98	11/97
United States	4.1	4.2	4.3
Alaska Statewide	5.4	5.8	7.3
Anchorage/Mat-Su Region	4.1	4.6	6.1
Municipality of Anchorage	3.6	4.2	5.5
Mat-Su Borough	6.1	6.6	9.0
Gulf Coast Region	9.8	9.3	13.0
Kenai Peninsula Borough	9.7	10.8	14.0
Kodiak Island Borough	11.0	5.6	10.6
Valdez-Cordova	8.5	8.6	12.1
Interior Region	6.0	6.3	7.5
Denali Borough	9.0	10.4	12.8
Fairbanks North Star Borough	5.5	5.8	6.8
Southeast Fairbanks	9.1	10.2	10.6
Yukon-Koyukuk	11.8	10.7	14.7
Northern Region	7.5	8.3	7.7
Nome	8.2	8.6	8.4
North Slope Borough	4.9	6.3	4.8
Northwest Arctic Borough	10.3	11.2	11.0
Southeast Region	5.7	6.4	7.4
Haines Borough	8.2	9.1	13.3
Juneau Borough	5.2	5.9	6.4
Ketchikan Gateway Borough	6.2	7.2	7.6
Prince of Wales-Outer Ketchikan	7.1	8.6	10.2
Sitka Borough	4.2	4.5	6.2
Skagway-Hoonah-Angoon	5.5	4.8	7.2
Wrangell-Petersburg	6.9	7.4	8.8
Yakutat Borough	8.3	7.5	12.7
Southwest Region	6.8	7.3	7.2
Aleutians East Borough	3.1	2.7	4.7
Aleutians West	4.3	4.1	5.2
Bethel	7.8	8.7	7.4
Bristol Bay Borough	8.8	8.1	12.4
Dillingham	5.5	7.5	6.4
Lake & Peninsula Borough	6.2	4.6	5.4
Wade Hampton	10.9	11.1	10.4
Seasonally Adjusted			
United States	4.4	4.6	4.6
Alaska Statewide	5.2	6.1	7.4

1997 Benchmark

Comparisons between different time periods are not as meaningful as other time series produced by Research and Analysis. The official definition of unemployment currently in place excludes anyone who has not made an active attempt to find work in the four-week period up to and including the week that includes the 12th of the reference month. Due to the scarcity of employment opportunities in rural Alaska, many individuals do not meet the official definition of unemployed because they have not conducted an active job search. They are considered not in the labor force.

Source: Alaska Department of Labor, Research and Analysis Section

(continued from page 15)

economy. BP Alaska Exploration announced that it would cut costs in Alaska by 30 percent. Cost reductions can be achieved in a number of ways, but layoffs will certainly be part of the equation. The company said that employees will be notified of job reductions in early 1999. BP's management will also have to consider other cost-cutting measures, decreased production, and delays in exploration. Projects that are underway will not be affected by the cutbacks, but the company did notify state officials that it would delay its exploration of the Genesee test site east of Prudhoe.

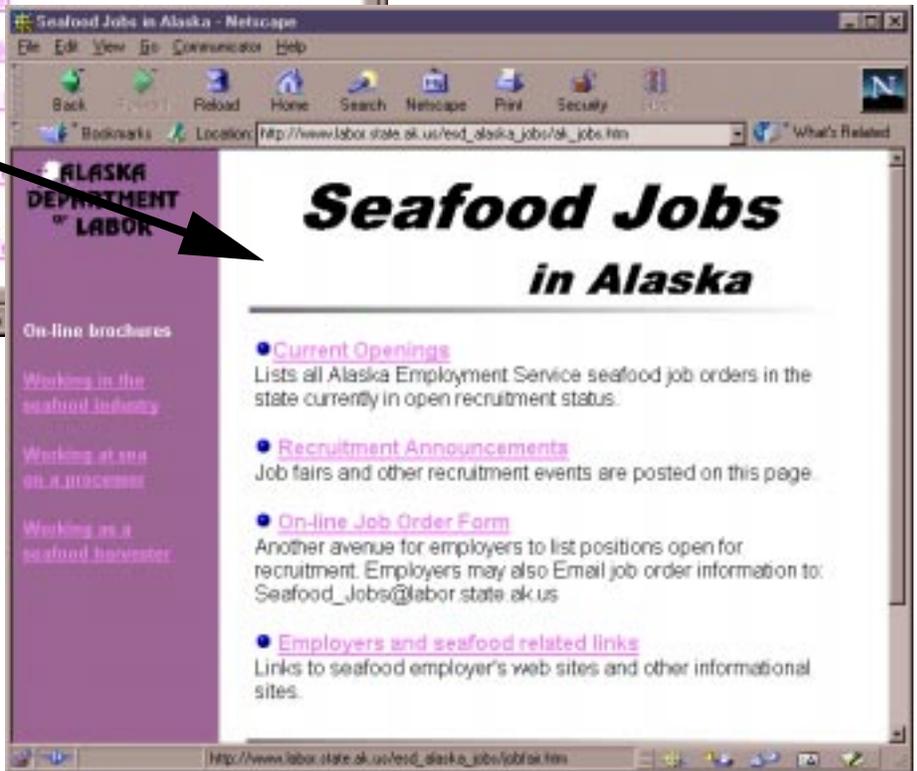
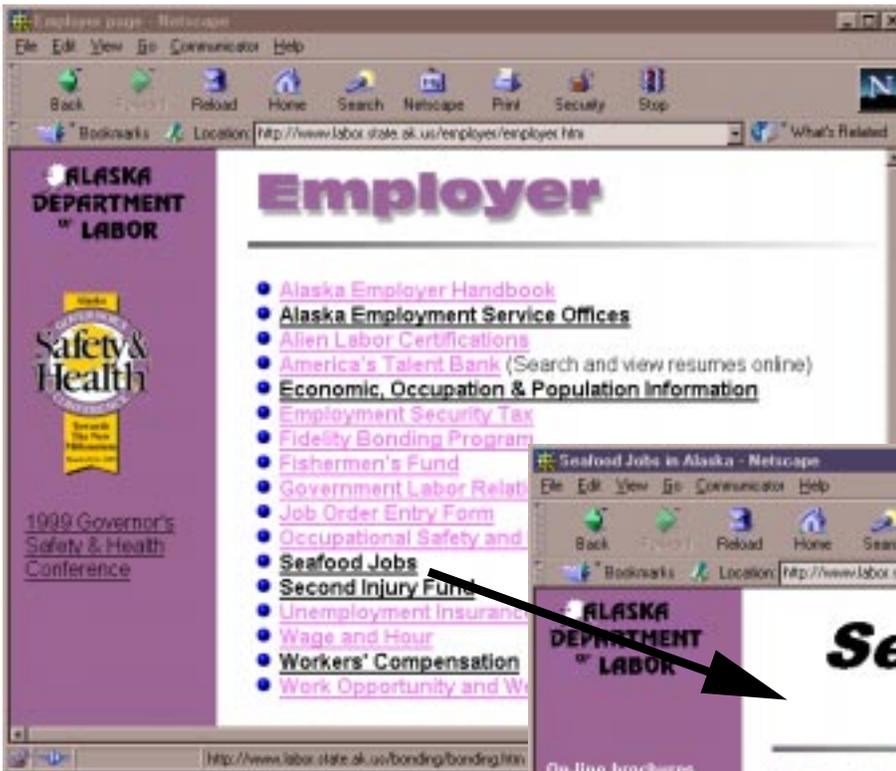
Atlantic Richfield Company (ARCO) announced that it would cut 80 Alaska jobs, which amounts to about five percent of its workforce in the state. The company maintains that the layoff is a continuation of cost-cutting measures that were begun in 1994. ARCO has also indicated that the cost cuts will not affect the development of the Alpine field west of Prudhoe Bay.

Drilling companies quickly felt the effects of the production cuts. It was announced that four Nabors Alaska Drilling and two Doyon Drilling rigs will be removed from development drilling in the Prudhoe Bay and Milne Point fields. As much as half of the drilling fleet working on the slope in 1998 could possibly be idled.

The effects of low oil prices will radiate through Alaska's economy, and will particularly hurt state and local government and the oil service companies. The December 1998 forecast for future oil production and state revenues indicates that analysts do not expect oil prices to recover for approximately two years. As a result, the Department of Revenue forecast anticipates that production will fall from 1.28 million barrels a day in Fiscal Year 1998 to 1.18 million in Fiscal Year 1999. This prediction highlights the need for Alaska to find ways to pay for government services as oil income decreases. The state will have to consider cost-cutting measures, so it is possible that reduced state government employment will occur in the next few years. Local governments also receive oil revenue and could be affected by reduced oil prices. Oil field service contractors and drillers will have to cut their operating costs to adjust for decreasing production and exploration, and it seems likely that those companies will have to cut workers as well.

Although the depressed oil prices will have a substantial effect on Alaska's economy, it is possible that other sectors of the economy are strong enough to offset some of the downturn. This diversification can be seen in the steady employment growth that has taken place in the tourism, air cargo, and service sectors. These industries have helped offset the prevailing pattern of oil industry downsizing that has occurred during much of the last several years. Three other factors that Alaska's economy currently has going for it are the healthy national economy, low interest rates, and low inflation. Construction will also remain strong over the next few years; \$315 million of federal money will be coming in for highways and other federally supported projects.

Employer Resource Page



The Alaska Department of Labor's *Employer* site on the Internet can be reached at

<http://www.labor.state.ak.us/employer/employer.htm>

One of the websites linked to this page is the *Seafood Jobs in Alaska* site at

http://www.labor.state.ak.us/esd_alaska_jobs/ak_jobs.htm

The site lists current openings for seafood positions in Alaska, recruitment announcements, job fairs and other recruitment events, on-line job order information, and links to employers and seafood topics.

The site also has three brochures on line, covering working in the seafood industry, working at sea on a processor, and working as a seafood harvester.